MULTIMEDIA UNIVERSITY

STUDENT IDENTIFICATION NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 2, 2015/2016

BIR 2884 – INDUSTRIAL RELATIONS

(Distance Education)

3 March 2016

9.00am – 11.00am

(2 hours)

INSTRUCTION TO STUDENTS

1. This Question paper consists of three (3) pages including the cover page.
2. There are four (4) questions. Answer ALL questions. The marks for each Section are given in the question paper
3. Please write your answers in the Answer Booklet provided.
4. You must support your answer with case law and statutory provision, if necessary.

Question 1

(i) The employees of the roti canai making industry wished to form a Trade Union. They seek your advice. Advise them on the steps and pitfalls.

(10 marks)

(ii) Under Section 15 of the Trade Union Act, 1959, the Director General of Trade Unions has powers to de-register a union under certain circumstances. What are these circumstances?

(15 marks)

Total: 25 marks

Question 2

(i) Explain the rules of natural justice and support your answer with cases.

(10 marks)

(ii) Describe the exceptions of the management prerogative clause of Section 13(3) of the Industrial Relations Act 1967.

(15 marks)

Total: 25 marks

Question 3

(i) Describe the following terms and support with cases:
   (a) Collective Agreement
   (b) Collective Bargaining

(10 Marks)

(ii) Write a short description on the functions and composition of the Industrial Court.

(15 marks)

Total: 25 marks

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Question 4

Jason, a manager has been working with Buzy Company for 5 years. David is his immediate superior. One day, David discovers that the staff in Jason's department did not place the correct price labels on the goods and promptly issues a show cause letter to Jason. Jason explains that the staff were given a new electronic equipment to label the goods and were not properly trained to do so. David refuses to accept Jason's explanation and issues a warning letter to him.

From there on, David makes Jason's life at work miserable, constantly picking on his work, cutting short his lunch time and making him work on his rest day. Unable to continue, Jason resigns as he finds the conduct of David intolerable and it is impossible to carry on his duties. He is unhappy and now seeks your advice, including seeking redress at the Industrial Court, if necessary.

(25 marks)

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